2017 - 2018 Salary and Benefits Update

As the fiscal year draws to a close, you may be wondering what changes in salary and benefits to expect. Under H.B. 8 State Agency and Higher Education Compensation Appropriations the Legislature provided funding for the following salary increases:

The 2.0% Labor Market Increase

Eligible employees will receive the 2.0% increase to base salary as well as the salary ranges for each job will move by 2.0%. Please refer to the Compensation Bulletin FY18 to view detailed eligibility criteria. Employees who are within 2.0% of their salary range, at the maximum of their salary range, or above the salary range will still receive an increase to their base hourly rate of 2.0%.

The Legislative and Judicial branches as well as certain elected office agencies within the Executive Branch received 2.0% funding for discretionary salary increase that will be administered according to the individual policies for that office.
Targeted Funding Increase

The legislature provided funding for targeted compensation increases as recommended by the Department of Human Resource Management (DHRM). Please refer to the Compensation Bulletin FY18 to view the list of jobs and their associated percentage increase. Employees who are at the maximum of the salary range, above the maximum or in longevity will receive a bonus equivalent to the calculation of a yearly salary increase. The calculation will be based on 2080 hours. See the FY 2018 Bonus FAQs for more information.

Fiscal Year End Dates

All salary increases will take effect at the beginning of Pay Period 13 (July 1, 2017). You will see your base salary increase on the pay check that you receive on July 28, 2017. If you are eligible for the one-time bonus, the bonus will be paid on July 28, 2017.

2017-2018 Benefit Update

The State of Utah’s 2017-2018 open enrollment runs from 4/13 - 6/9. Virtual and traditional Benefit Fairs are being held at several locations across the state to assist employees with their benefit choices and answer benefit questions.

Medical Changes

- Telemedicine benefit
  - Virtual doctor visits available through Amwell (limited time $10 copay)
- H.B. 8 State Agency and Higher Education Compensation Appropriations
  - While healthcare costs increased 6.5% over the last year, H.B. 8 funded an 8% increase in health insurance benefits. This funding, along with HCR 13, Concurrent Resolution for Public Employees’ Benefit and Insurance Program, provided for a decrease to some employee premiums.
    - The employee’s portion of health insurance premiums decreased on the Traditional plan’s Advantage and Summit networks approximately 18%.
    - Employees will be responsible for only 8.2% of the premiums instead of the 10%.

Dental

- As a result of HCR 13, active participants in the Traditional and Preferred Choice dental plans will receive a one-time refund. Watch for details.
- Dental premiums on Traditional and Preferred plans remain the same.
- Regence Expressions increased premiums approximately 11%.
Vision

- Eyemed premiums were reduced by an average of 2%.
- Opticare premiums remain the same.

Please refer to the Compensation Bulletin FY18 and the 2017-2018 Benefits Summary Book (coming soon) for complete details about these changes.